

# EXHIBIT 11

**IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF ILLINOIS  
EASTERN DIVISION**

CHRISTOPHER HOWE, individually, and on )  
behalf of all others similarly situated, )  
Plaintiff, )  
v. ) No. 19-cv-01374  
SPEEDWAY LLC, )  
Defendant. )

**DECLARATION OF ANDREW C. FICZKO IN SUPPORT OF PLAINTIFF'S  
[RENEWED] MOTION FOR RULE 23 CLASS CERTIFICATION**

I, Andrew C. Ficzko, declare under penalty of perjury as follows:

1. I am a member of good standing of the Illinois State Bar and a Partner of Stephan Zouras, LLP. I was admitted to practice law in the State of Illinois in 2009. I am one of the lawyers primarily responsible for prosecuting Plaintiff's claims on behalf of the putative Class.

2. I submit this declaration in support of Plaintiff's [Renewed] Motion for Rule 23 Class Certification. I make these statements based on personal knowledge and would so testify if called as a witness at trial.

3. I am admitted to the Trial Bar of the United States District Court for the Northern District of Illinois and have been admitted or admitted *pro hac vice* in the District of Alaska, Southern and Northern Districts of Iowa, Southern District of Indiana, District of Massachusetts, Southern District of Ohio, Northern and Southern Districts of Texas, District of Columbia, Northern District of Georgia, Southern District of New York, Eastern and Middle Districts of Pennsylvania, Central and Northern Districts of California, Western District of Missouri, Middle and Western Districts of North Carolina, and the Western District of Washington.

4. Throughout the entirety of my professional career, my practice has been highly concentrated in representing employees in cases arising under federal and state wage and hour laws, including the Fair Labor Standards Act (“FLSA”), the Illinois Minimum Wage Law (“IMWL”), and comparable state wage and hour laws across the United States. The majority of these cases proceeded as class and/or collective actions.

5. I joined Stephan Zouras, LLP, in 2010. The accomplishments of Stephan Zouras, LLP, are set forth in the Firm Resume attached hereto as Exhibit A-1. As described therein, Stephan Zouras, LLP, has extensive experience in successfully representing plaintiffs as lead counsel in hundreds of class actions nationwide. In these cases, the attorneys at Stephan Zouras, LLP, have helped establish precedent, forced major corporations to change unlawful employment practices and helped recover hundreds of millions of dollars for their clients.

6. Since early 2017, Stephan Zouras, LLP, and I have also concentrated on representing plaintiffs in cases arising under the Illinois Biometric Information Privacy Act (“BIPA”). Stephan Zouras, LLP, is actively prosecuting or has settled approximately 150 BIPA cases in state and federal court since June 2017. In early 2017, Stephan Zouras, LLP filed one of the first BIPA class actions in the employment context. *Doporcyk v. Roundy's Supermarkets, Inc. and Kronos, Inc.*, 2017-CH-08092 (Cook Cty. Cir. Ct. Jun. 9, 2017).

7. Stephan Zouras, LLP, is actively engaged, on a daily basis, with extensive court, discovery, and motion practice on their BIPA actions. The firm has secured favorable rulings for employees at both the appellate and trial court levels in connection with novel issues and defenses asserted under BIPA, including that BIPA claims are not subject to arbitration as “wage and hour” claims, *Liu v. Four Seasons Hotel, Ltd.*, 2019 IL App (1st) 182645, the Constitutionality of BIPA, *Bruhn v. New Albertson's Inc.*, 2018-CH-01737 (Cir. Ct. Cook Cty. Jan. 30, 2020) (J. Loftus), the

inapplicability of BIPA's "HIPAA exemption" to employees, *e.g.*, *Bruhn v. New Albertson's Inc.*, 2018-CH-01737 (Cir. Ct. Cook Cty. July 2, 2019) (J. Loftus) on when BIPA claims accrue, specifically each time an entity collects or disseminates biometric information without securing prior informed consent and a release, *Cothron v. White Castle System, Inc.*, 2020 WL 4569694 (Aug. 7, 2020) (J. Tharp), and most recently, on the statute of limitations period which governs BIPA claims. *Tims v. Black Horse Carriers*, 2021 IL App (1st) 200563, ¶ 33 (Sept. 17, 2021) (holding that claims under Sections (a), (b), and (e) are subject to a 5-year statutory period, while claims under Sections (c) and (d) are subject to a 1-year statutory period).

8. Plaintiff Christopher Howe has shown his commitment to vigorous litigation by assisting Plaintiff's Counsel in preparing the Complaint and the instant [Renewed] Motion for Rule 23 Class Certification, and he has also answered interrogatories, provided documents, sat for a deposition, and otherwise assisted Plaintiff's Counsel in understanding his claims and Speedway's defenses.

9. I, Andrew Ficzko, hereby declare under penalty of perjury pursuant to 28 U.S.C. § 1746 that the foregoing is true and correct and based upon my own personal knowledge.

Dated: October 25, 2021

/s/ Andrew C. Ficzko

Andrew C. Ficzko  
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**CERTIFICATE OF SERVICE**

I, the attorney, hereby certify that on October 25, 2021, I filed the attached with the Clerk of the Court using the ECF system, which will send such filing to all attorneys of record.

/s/ Andrew C. Ficzko

# EXHIBIT A-1

# STEPHANZOURAS, LLP

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## FIRM PROFILE

**STEPHAN ZOURAS, LLP** is a national law firm which concentrates on helping clients in complex class and individual litigation. The firm is widely recognized for its vigorous advocacy, skill, integrity and experience litigating wage and hour and other employment disputes, mass torts and catastrophic personal injury, consumer protection, privacy, cybersecurity, products liability and other complex litigation. Courts routinely appoint us as lead counsel in high-stakes, groundbreaking, rapidly-developing areas with far-reaching impact. Our attorneys have testified before legislative bodies and worked on legislation designed to protect worker's rights.

Our Chicago-based firm is recognized for its leadership, its zealous, thorough and efficient prosecution of class actions, and for achieving outstanding results at both the trial and appellate levels throughout the United States. The firm's two founding partners, James B. Zouras and Ryan F. Stephan, have successfully prosecuted claims ranging from individual wrongful death and other catastrophic injury cases to complex, multi-district class and collective actions which have collectively resulted in a recovery of more than \$250,000,000 for hundreds of thousands of individuals. Stephan Zouras, LLP has "substantial class action experience [and] have secured multi-million-dollar class recoveries...." *Bhattacharya v. Capgemini North America, Inc.*, 324 F.R.D. 353, 363 (N.D. Ill. 2018) (Kennelly, J.)

## PRINCIPAL ATTORNEYS

**JAMES B. ZOURAS** is a founding principal of Stephan Zouras, LLP. Dedicating his entire professional career to combating corporate abuse and injustice, Jim has helped thousands of people recover tens of millions of dollars in damages in individual and class actions arising under federal wage and hour laws including the Fair Labor Standards Act ("FLSA") and comparable state wage laws, other complex litigation and catastrophic personal injury. Jim has been appointed lead or co-lead counsel on dozens of contested class actions throughout the United States. He has successfully tried over a dozen jury trials and argued over 14 appeals as lead appellate counsel before federal and state appellate courts. In 2000, Jim was named among the *Chicago Daily Law Bulletin's* "Top 40 Lawyers Under Age 40," one of the youngest lawyers ever bestowed that honor. Jim and his cases have been profiled by numerous media outlets including the Chicago Tribune, the Chicago Sun-Times, Bloomberg BNA, WVON radio, Billboard Magazine and TMZ. Jim has also been interviewed by CBS Consumer Watch. Jim is frequently invited as a speaker at national class action litigation seminars. Jim is a 1995 graduate of DePaul University College of Law, where he served as Editor of the Law Review and graduated in the top 10% of his class.

**RYAN F. STEPHAN** is a founding principal of Stephan Zouras, LLP. Throughout his career, Ryan has been a passionate advocate for employee rights, and has helped thousands of clients recover damages in unpaid overtime, employment disputes, business litigation, products liability and personal injury cases. Ryan has successfully tried cases to verdict including obtaining a \$9,000,000 verdict on behalf of 200 employees who were misclassified and denied overtime pay. Ryan has also served as lead or co-lead counsel on dozens of complex class and collective action cases involving wage and hour matters and has helped recover damages for tens of thousands of wronged employees. In these cases, Ryan has helped establish precedent in wage and hour law, forced major corporations to change unlawful employment practices and helped recover tens of millions of dollars in unpaid wages for his clients. Ryan and his cases have been profiled by numerous media outlets including Good Morning America, Fortune, ESPN, Fox News, The Guardian, The New York Times, Think Progress, USA Today and Vice Sports. Ryan is a 2000 graduate from Chicago Kent College of Law.

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Ryan and Jim are admitted to the Supreme Court of the United States, the Seventh Circuit Court of Appeals, and the Trial Bar of the United States District Court for the Northern District of Illinois. In addition, they have been admitted *pro hac vice* to prosecute class actions in the District of Alaska, the District of Arizona, the District of Columbia, the Northern and Southern Districts of California, the Southern and Eastern Districts of New York, the District of New Jersey, the Eastern and Middle Districts of Pennsylvania, the Northern and Western Districts of North Carolina, the Superior Court for the State of California, the Central District of Illinois, the Southern District of Indiana, the District of Minnesota, the Eastern District of Michigan, the Eastern and Western Districts of Missouri, the District of Maryland, the Southern District of Ohio, the Northern, Middle and Southern Districts of Florida, the Northern District of Georgia, the Western District of Kentucky, the District of Maryland, the Northern District of Texas, the District of Massachusetts, the District of Minnesota, the First Judicial District of Pennsylvania, the Western District of Washington and the Southern and Northern Districts of Iowa.

In every consecutive year since 2009, *Chicago Magazine's* Super Lawyer Section selected both Jim and Ryan as two of the top attorneys in Illinois, a distinction given to no more than 5% of the lawyers in the state.

## PARTNERS

**ANDREW C. FICZKO** is a partner of Stephan Zouras, LLP. A tireless fighter for working people, Andy has spent his entire professional career litigating on behalf of employees in class and collective actions nationwide. Andy has helped thousands of clients recover damages in cases involving unpaid minimum and overtime wages and other benefits. Andy served as the second chair in two major federal jury trials to verdict on behalf of Plaintiffs in wage and hour matters and one state jury trial to verdict on behalf of Plaintiffs in a breach of contract matter. A 2009 graduate from Drake University Law School in 2009, Andy is admitted to the Trial Bar of the United States District Court for the Northern District of Illinois has been admitted *pro hac vice* to the District of Alaska, the Central and Northern Districts of California, the District of Columbia, the Northern District of Georgia, the Southern District of Indiana, the Southern District of New York, the Southern and Northern Districts of Iowa, the District of Massachusetts, the Western District of Missouri, the Middle and Western Districts of North Carolina, the Southern District of Ohio, the Eastern and Middle Districts of Pennsylvania, the Northern and Southern Districts of Texas, and the Western District of Washington. In every consecutive year since 2014, Andy has been recognized by Chicago Magazine's Super Lawyer section as a Rising Star, a distinction given to no more than 2.5% of Illinois lawyers.

**TERESA M. BECVAR** is a partner of Stephan Zouras, LLP. A steadfast advocate for individual rights, Teresa has helped thousands of clients hold corporations accountable in employment and consumer protection cases. Teresa has extensive experience in a wide range of employment cases, including wage and hour class and collective actions and employment discrimination. Teresa is a 2013 graduate of Chicago-Kent College of Law, where she served as Editor of the Law Review and graduated in the top 15% of her class. Teresa is admitted to practice in Illinois and has been admitted *pro hac vice* to the Eastern and Southern Districts of New York, the Western District of Washington, the Middle District of Florida and the Central District of California, the District of Arizona, the Middle District of Pennsylvania, the District of Colorado, the District of New Mexico, the Western District of North Carolina, and the Middle District of Tennessee. In every consecutive year since 2016, Teresa has been recognized by Chicago Magazine's Super Lawyer section as a Rising Star, a distinction given to no more than 2.5% of Illinois lawyers.

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**CATHERINE T. MITCHELL** is a partner of Stephan Zouras, LLP who graduated from UIC John Marshall Law School in 2015. Katie litigates on behalf of Stephan Zouras, LLP's clients in both class action and individual litigation, representing people in a wide-range of legal disputes, including unpaid wages, employee misclassification, mass torts, antitrust, and consumer fraud. Catherine is an active member of the Women's Bar Association of Illinois and the Young Lawyers Society of the Chicago Bar Association, and served as a Chapter Editor for the Second Edition of BNA's Age Discrimination in Employment Act Treatise. Katie is admitted to practice in Illinois, the District of Colorado, the Eastern District of Wisconsin and has been admitted *pro hac vice* to the Southern and Eastern Districts of New York, the Middle District of Florida, the Southern District of Iowa, the Northern District of California, the District of Arizona, the District of New Mexico, the Eastern District of Pennsylvania, and the Eastern and Western Districts of North Carolina. Katie earned her Bachelor's Degree from Saint Mary's College where she was a member of the Dean's list and served as a Member Counselor in the Business Enterprise Law Clinic. Katie is currently an active member of the Women's Bar Association as well as a Director on UIC John Marshall Law School Alumni Association's Board of Directors.

**HALEY R. JENKINS** is a partner of Stephan Zouras, LLP who graduated *cum laude* from Chicago-Kent College of Law in 2016. Haley litigates on behalf of Stephan Zouras, LLP's clients in both class action and individual litigation. A spirited advocate, Haley represents clients in legal disputes involving unpaid wages, employee misclassification, and whistleblower actions. As lead attorney in one of the first in-person jury trials for unpaid wages following the COVID-19 pandemic, Haley obtained a verdict and corresponding six-figure damages award on behalf of one of her clients. She is currently a member of the legal team advocating for clients' biometric privacy rights in cutting-edge cases against employers and biometric device manufacturers that unlawfully collect, store, use and disseminate employees' and consumers' biometrics data. Haley is admitted to the Trial Bar of the United States District Court for the Northern District of Illinois and the District of Colorado. She has also been admitted *pro hac vice* to the Middle and Eastern Districts of Pennsylvania, and the Eastern District of New York. Haley graduated from the University of Illinois at Urbana-Champaign in 2013 where she majored in English.

## ASSOCIATE ATTORNEYS

**ANNA M. CERAGIOLI** earned her Juris Doctor from Chicago-Kent College of Law where she was named to the Dean's List and elected President of the Moot Court Honor Society. She was one of only twelve graduating students inducted into the Chicago-Kent Bar & Gavel Society. Anna is a skilled and dedicated advocate for individuals and groups of people who have been injured, deprived of earned wages or otherwise mistreated by employers. She has worked tirelessly on an array of individual and class actions lawsuits involving unpaid wages, employee misclassification, tip-pool violations, retaliation, RICO violations, and unlawful credit checks. Anna is admitted to the Trial Bar of the United States District Court for the Northern District of Illinois. She has also been admitted *pro hac vice* to the Eastern District of New York and the Eastern District of Pennsylvania. Anna received her undergraduate degree from Marquette University where she double-majored in Writing Intensive English and Politics in Law.

**MEGAN E. SHANNON** graduated *magna cum laude* from Chicago-Kent College of Law in 2019, where she focused her studies on employment law. She received a Certificate in Workplace Litigation and Alternative Dispute Resolution and served as a Student Editor of the Employee Rights and Employment Policy journal published by Chicago-Kent and the

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Institute for Law and the Workplace. Megan is a fierce advocate for employees and consumers and has fought vigorously against employee misclassification, unlawful credit checks and unpaid wages. Megan earned her undergraduate degree from Loyola University Chicago, where she graduated *magna cum laude* with degrees in Political Science and International Studies. She also spent a year after college teaching high school English in Vigo, Spain.

**PAIGE L. SMITH** joined the Stephan Zouras team with a passion and dedication for vindicating Illinois citizen's rights under the Illinois Biometric Privacy Act (BIPA). Paige graduated cum laude from Chicago-Kent College of Law, where she was a member of the Dean's List, and served as the Executive Notes & Comments Editor of the *Chicago-Kent Law Review*. Since joining the firm, Paige has assisted in trailblazing actions involving BIPA, consumer breach contract, unpaid wages, employee misclassification, employment discrimination, and retaliatory discharge claims. Paige earned her undergraduate degree from the University of Wisconsin-Madison, where she graduated with Honors in Liberal Arts, with a degree in Political Science.

## OF COUNSEL

**DAVID J. COHEN**, a highly skilled and successful class-action attorney, joined Stephan Zouras, LLP in April 2016 and manages our Philadelphia office. Dave has spent his entire career fighting to protect the rights of thousands of employees, consumers, shareholders, and union members. Before joining Stephan Zouras, Dave worked on, and ran, dozens of significant antitrust, consumer, employment and securities matters for four highly-regarded Philadelphia firms. Before joining the private sector, Dave completed a unique clerkship with the Hon. Stephen E. Levin in the Philadelphia Court of Common Pleas, during which he not only helped to develop a respected and efficient system for the resolution of the Court's class action cases, but also contributed to several well-regarded works on class actions. Dave earned a J.D. from the Temple University School of Law in 1994. While attending law school, Dave was awarded the Barristers Award for excellence in trial advocacy and worked as a teaching assistant for Hon. Legrome Davis (E.D. Pa.) as part of Temple's award-winning Integrated Trial Advocacy program. Dave graduated with honors from the University of Chicago in 1991.

Dave is admitted to practice in the United States Court of Appeals for the Third Circuit, the United States Court of Appeals for the Sixth Circuit, the United States District Court for the Eastern District of Pennsylvania, the United States District Court for the Middle District of Pennsylvania, the United States District Court for the Western District of Pennsylvania, the United States District Court for the District of New Jersey and the state courts of Pennsylvania and New Jersey. He is a member of the American and Philadelphia Bar Associations.

## REPRESENTATIVE TRIALS, VERDICTS AND JUDGMENTS

**Meadows, et al. v. NCR Corporation**

7/09/21 - Trial Court Judgment

**No. 16-cv-06221 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP won a jury verdict awarding over \$225,000 in damages to an ATM service worker deprived of overtime pay in violation of the FLSA and IMWL. On an issue of first impression, the Court held the plaintiff is entitled to both liquidated damages under the FLSA and statutory damages under the IMWL.

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## **Retaliation Arbitrations (Captions Redacted for Confidentiality) 2/2019 & 9/2020 – Arbitration Judgment**

Stephan Zouras, LLP achieved favorable arbitration awards in two separate AAA actions on behalf of former workers who were fired for filing a lawsuit challenging unpaid overtime practices, in violations of the FLSA and IMWL. Together, the employees received damages exceeding \$400,000.00.

### **Ray v. DISH Network**

**No. 01-15-0003-4651 (AAA Arbitration)**

**3/17/19 – Arbitration Judgment**

Final approval was awarded in the amount of \$3,250,000.00 to thousands of Colorado inside sales associates who were not paid minimum wage for all hours worked and were not paid proper overtime compensation for hours worked in excess of 40 hours per week.

### **Franco, et al. v. Ideal Mortgage Bankers, d/b/a Lend America**

**12/14/17 – Trial Court Judgment**

**No. 07-cv-3956 (United States District Court for the Eastern District of New York)**

The Court entered a \$15.2 million judgment on behalf of several hundred loan officers who were deprived of minimum wages and overtime in violation of federal and state law.

### **Frisari v. DISH Network**

**8/25/16 – Arbitration Judgment**

**No. 18-160-001431-12 (AAA Arbitration)**

The Arbitrator certified and granted final judgment in excess of seven figures for a class of over 1,000 New Jersey inside sales associates who performed work before and/or after their shifts without pay and were not paid the proper overtime rate when they worked in excess of 40 hours a week.

### **Huskey v. Ethicon Inc.**

**9/10/14 – Jury Verdict**

**No. 2:12-cv-05201 (United States District Court for the Southern District of West Virginia)**

Stephan Zouras, LLP helped secure a \$3,270,000.00 jury verdict in one of the bell-weather trial cases in the multi-district litigation against Johnson & Johnson's Ethicon unit for defective design, failure to warn and negligence related to transvaginal mesh device.

### **Lee v. THR**

**5/22/14 – Trial Court Judgment**

**No. 12-cv-3078 (United States District Court for the Central District of Illinois)**

As a result of the efforts of class counsel Stephan Zouras, LLP, the Court entered a judgment for a class of employees given job titles such as "Buyers," "Auditors" and "Managers" for unpaid overtime in the sum of \$12,207,880.84.

### **Vilches et al. v. The Travelers Companies, Inc.**

**12/12/12 - Arbitration Judgment**

**No. 11-160-000355-11 (American Arbitration Association)**

Following a contested evidentiary hearing, Stephan Zouras, LLP secured a significant monetary award on behalf of a group of insurance appraiser employees seeking unpaid earned overtime under the FLSA.

### **Kyriakoulis, et al. v. DuPage Health Center**

**11/8/12 - Jury Verdict**

**No. 10-cv-7902 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP achieved a favorable jury verdict on behalf of several medical assistants deprived of minimum and overtime wages in violation of federal and Illinois law.

### **Smith v. Safety-Kleen Systems, Inc.**

**7/11/12 - Jury Verdict**

**No. 10-cv-6574 (United States District Court for the Northern District of Illinois)**

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Stephan Zouras, LLP achieved a favorable jury verdict on behalf of a chemical handler deprived of overtime wages in this donning and doffing action brought under the FLSA.

## **Wong v. Wice Logistics**

**1/30/12 - Jury Verdict**

**No. 08 L 13380 (Circuit Court of Cook County, Illinois)**

Stephan Zouras, LLP recovered unpaid commissions and other damages for Plaintiff based on her claims under the Illinois Wage Payment and Collection Act.

## **Daniels et al. v. Premium Capital Financing**

**10/18/11 - Jury Verdict**

**No. 08-cv-4736 (United States District Court for the Eastern District of New York)**

Stephan Zouras, LLP was appointed lead class and trial counsel and achieved a jury verdict in excess of \$9,000,000.00 on behalf of over 200 loan officers who were deprived of minimum wages and overtime pay.

## **Ferrand v. Lopas**

**5/22/01 - Jury Verdict**

**No. 00 L 2502 (Circuit Court of Cook County, Law Division, State of Illinois)**

Jury verdict in excess of available liability insurance policy limits entered in favor of seriously-injured pedestrian, resulting in liability against insurance carrier for its bad faith refusal to tender the policy limits before trial.

## **REPRESENTATIVE RESOLVED CLASS AND COLLECTIVE ACTIONS**

Courts nationwide have appointed the firm as lead or co-lead counsel in numerous class and collective actions in which they have collectively secured over one hundred million dollars in verdicts and settlements including:

### **O'Sullivan, et al. v. All Star Management, Inc.**

**9/02/21 - Final Approval**

**No. 19-CH-11575 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

Final approval was granted in a \$2 million class settlement on behalf of thousands of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

### **Sanchez, et al. v. Visual Pak**

**8/10/21 - Final Approval**

**No. 18-CH-02651 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

Stephan Zouras, LLP settled for approximately \$1.1 million on behalf of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

### **Civcon v. Services, Inc. v. Accesso Services, LLC**

**7/08/21 - Final Approval**

**No. 20-cv-01821 (United States District Court for the Northern District of Illinois)**

Stephan Zouras secured a \$500,000.00 settlement in a first-of-its-kind RICO class action alleging that a building management company in the Chicago Loop conspired with major trade unions to forbid its tenants from hiring non-union trade workers.

### **Ramos, et al. v. BOX Acquisitions, LLC.**

**8/05/21 - Final Approval**

**No. 20-CH-03887 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

Stephan Zouras, LLP secured over \$1.3 million for hundreds of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

### **Van Jacobs, et al. v. New World Van Lines, Inc.**

**7/07/21 - Final Approval**

**No. 19-CH-02619 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

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The Court granted final approval in a six-figure class settlement on behalf of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

## **Liu, et al. v. Four Seasons Hotels, Ltd., et al.**

**6/30/21 – Final Approval**

**No. 17-CH-14949 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

Stephan Zouras, LLP secured half a million dollar settlement on behalf of hotel employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

## **Bedford, et al. v. Lifespace Communities, Inc.**

**5/12/21 – Final Approval**

**No. 20-cv-04574 (United States District Court for the Northern District of Illinois)**

The Court granted final approval of more than half a million dollar settlement on behalf of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

## **Heard, et al. v. THC – Northshore, Inc., et al.**

**5/05/21 – Final Approval**

**No. 17-CH-16918 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

As lead counsel, Stephan Zouras secured a \$2.25 million settlement for employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

## **Thome, et al. v. Novatime Technology, Inc.**

**3/08/21 – Final Approval**

**No. 19-cv-06256 (United States District Court for the Northern District of Illinois)**

As lead counsel, Stephan Zouras secured over \$14.1 million for thousands of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

## **Kusinski, et al. v. ADP, LLC.**

**2/10/21 – Final Approval**

**No. 17-CH-12364 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

As co-counsel, Stephan Zouras, LLP secured a record-breaking \$25 million settlement on behalf of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

## **Trayes, et al. v. Mid-Con Hospitality Group, LLC, et al.**

**2/03/21 – Final Approval**

**No. 19-CH-11117 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

The Court granted final approval of more than half a million dollar settlement on behalf of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

## **Collier, et al. v. Pete's Fresh Market, et al.**

**12/03/20 – Final Approval**

**No. 19-CH-05125 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

Stephan Zouras, LLP secured over \$4.2 million for thousands of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

## **Bryant, et al. v. Loews Chicago Hotel, Inc. et al.**

**10/30/20 – Final Approval**

**No. 19-cv-03195 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP settled for approximately \$1 million on behalf of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

## **Bigger, et al. v. Facebook, Inc.**

**10/22/20 – Final Approval**

**No. 17-cv-7753 (United States District Court for the Northern District of Illinois)**

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Stephan Zouras, LLP secured over \$1.6 million on behalf of Client Solutions Managers ("CSMs") who were misclassified as exempt from overtime requirements and deprived of overtime wages in violation of FLSA and the Illinois Minimum Wage Law ("IMWL").

**Bryski, et al. v. Nemera Buffalo Grove, LLC, et al.**

**10/05/20 – Final Approval**

**No. 18-CH-07264 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

Stephan Zouras, LLP secured nearly half a million dollar settlement on behalf of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

**Thomas, et al. v. Kik Custom Products, Inc.**

**9/30/20 – Final Approval**

**No. 19-CH-02471 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

As co-counsel, Stephan Zouras, LLP settled for approximately \$1 million on behalf of employees based on alleged violations of the Biometric Information Privacy Act ("BIPA").

**Gauzza, et al. v. Prospect Medical Holdings, Inc., et al.**

**9/15/20 – Final Approval**

**No. 20-cv-03599 (United States District Court for the Eastern District of Pennsylvania)**

As lead counsel, Stephan Zouras, LLP, secured \$1.9 million in unpaid overtime wages on behalf of hundreds of full-time hourly employees whose hands-on patient care responsibilities resulted in interrupted meal breaks, which were not compensated for.

**Bradford, et al. v. Farmington Foods, Inc.**

**8/17/20 – Final Approval**

**No. 19-CH-12888 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

The Court granted final approval in a six-figure class settlement on behalf of hundreds of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

**Trottier, et al. v. Summit Staffing**

**8/04/20 – Final Approval**

**No. 19-CH-02731 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

Stephan Zouras, LLP settled for approximately \$1 million on behalf of thousands of employees based on alleged violations of the Biometric Information Privacy Act ("BIPA").

**Jackson, et al. v. A. Finkl & Sons, Co., et al.**

**7/21/20 – Final Approval**

**No. 2018-CH-07424 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

Final approval was granted in a six-figure class settlement on behalf of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

**Thome, et al. v. Flexicorps. Inc.**

**7/02/20 – Final Approval**

**No. 18-CH-01751 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

As co-counsel, Stephan Zouras, LLP settled for approximately \$1 million on behalf of employees based on alleged violations of the Biometric Information Privacy Act ("BIPA").

**Goings, et al. v. Applied Acoustics, et al.**

**6/02/20 – Final Approval**

**No. 17-CH-14954 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

Final approval was granted in a six-figure class settlement on behalf of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

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## **Jones, et al. v. Santa Rosa Consulting, Inc.**

**5/26/20 – Final Approval**

### **No. 18-cv-11005 (United States District Court for the Southern District of New York)**

The Court granted approval of a six-figure settlement on behalf of consultants misclassified as independent contractors who were not paid overtime premium compensation as required by the FLSA and New York Law.

## **Jones, et al. v. Encore Health Resources, LLC, et al.**

**2/19/20 – Final Approval**

### **No. 19-cv-03298 (United States District Court for the Southern District of Texas)**

The Court granted approval of a six-figure settlement on behalf of credentialed trainers who worked in excess of 40 hours per week but were not compensated overtime premium rate, as required by the FLSA.

## **Potoski, et al. v. Wyoming Valley Health Care System, et al.**

**1/14/20 – Final Approval**

### **No. 11-cv-00582 (United States District Court for the Middle District of Pennsylvania)**

As lead co-counsel, Stephan Zouras, LLP helped achieve a six-figure class settlement on behalf of hospital employees who were required to perform uncompensated work "off-the-clock" during meal breaks.

## **Stewart, et al. v. First Transit, Inc.**

**12/30/19 – Final Approval**

### **No. 18-cv-03768 (United States District Court for the Eastern District of Pennsylvania)**

Final approval was granted in a six-figure class settlement achieved by Stephan Zouras, LLP for hundreds of paratransit drivers who were not paid for work during "scheduled gap periods."

## **Jordan, et al. v. Meridian Bank, et al.**

**12/19/19 – Final Approval**

### **No. 17-cv-05251 (United States District Court for the Eastern District of Pennsylvania)**

Stephan Zouras, LLP served as co-counsel and achieved a nearly \$1 million class settlement on behalf of thousands of misclassified loan officers who were not paid minimum or overtime wages as required by federal and state law.

## **George, et al. v. Schulte Hospitality Group, Inc.**

**12/16/19 – Final Approval**

### **No. 18-CH-04413 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

The Court granted final approval of an almost \$1 million settlement on behalf of approximately 900 employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

## **Edmond, et al. v. DPI Specialty Foods, Inc.**

**11/18/19 – Final Approval**

### **No. 18-CH-09573 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

The Court granted final approval of a nearly \$500,000 settlement on behalf of hundreds of employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

## **Watts, et al. v. Chicago Lakeshore Hospital**

**11/13/20 – Final Approval**

### **No. 17-CH-12756 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

Final approval for class settlement in the amount of approximately \$900,000 was granted and awarded to employees whose rights were violated under the Biometric Information Privacy Act ("BIPA").

## **Bey v. Walker HealthCare, et al. & Pierce, et al. v. Encore Health Resources, et al.**

**9/19/2019 – Final Approval**

### **No.'s. 19-cv-00060, 18-cv-04736 (United States District Court for the Southern District of Texas)**

Stephan Zouras, LLP achieved a nearly \$2.4 million settlement on behalf of employees identified as "At-The-Elbow" ("ATE") consultants who worked in excess of 40 hours per week and were denied proper overtime compensation.

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## Kuck v. Planet Home Lending, LLC, et al.

9/13/19 – Final Approval

**No. 17-cv-04769 (United States District Court for the Eastern District of New York)**

Stephan Zouras, LLP helped achieve a six-figure class settlement on behalf of Retail Retention Mortgage Loan Officers who were required to perform work off-the-clock and were denied overtime wages.

## Dixon v. The Washington & Jane Smith Home, et al.

8/20/19 – Final Approval

**No. 17-cv-08033 (United States District Court for the Northern District of Illinois)**

Final approval in a class wide settlement was granted and awarded in the amount of \$1,356,000 to approximately 1,300 employees based on alleged violations of the Biometric Information Privacy Act ("BIPA").

## Jones v. Chicago Bridge & Iron Company, et al.

8/06/19 – Final Approval

**No. 17-cv-00424 (United States District Court for the Western District of North Carolina)**

As co-lead counsel, Stephan Zouras, LLP helped achieve a six-figure class settlement on behalf of employees who worked for defendants under a 9/80 pay plan (A-B Schedule) and were not paid an overtime premium for hours worked in excess of forty in a workweek.

## Sharrieff v. Raymond Management Company, et al.

8/01/2019 – Final Approval

**No. 18-CH-01496 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

A six-figure class settlement was granted and awarded to hundreds of employees based on alleged violations of the Biometric Information Privacy Act ("BIPA").

## Ostrander v. Customer Engineering Services, LLC

3/25/19 – Final Judgment

**No. 15-cv-01476 (United States District Court of Colorado)**

Final approval of a six-figure class settlement was granted on behalf of technical service representatives who were misclassified under the federal law and were deprived of earned overtime wages.

## Davis v. Vanguard Home Care, LLC, et al.

3/22/19 – Final Approval

**No. 16-cv-07277 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP achieved a six-figure class settlement on behalf of a group of Home Health Clinicians who were misclassified as exempt under federal and state wage laws.

## Goh v. NCR Corporation

2/25/19 – Final Approval

**No. 01-15-0004-0067 (AAA Arbitration)**

In granting class certification and approval of a settlement in excess of six figures for over three-thousand class members employed by NCR who were subjected to improper background checks, the Arbitrator found that the attorneys of Stephan Zouras "rendered exemplary services for [their] clients and acted with great care, diligence, and professionalism."

## Moseman v. U.S. Bank National Association

1/07/19 – Final Approval

**No. 17-cv-00481 (United States District Court for the Western District of North Carolina)**

As lead counsel, Stephan Zouras, LLP achieved a class wide settlement on behalf of individuals employed as AML/BSA Preliminary Investigators who worked in excess of 40 hours per week and were not paid proper overtime compensation.

## Ivy v. Adventist Midwest Health

11/14/18 – Final Approval

**No. 16-cv-7606 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP achieved a six-figure class settlement on behalf of Home Health Clinicians who worked in excess

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of 40 hours per week and were not paid overtime.

## **Bhattacharya v. Capgemini, et al.**

**11/13/18 – Final Approval**

### **No. 16-cv-07950 (United States District Court for the Northern District of Illinois)**

Final approval for class settlement in the amount of \$990,000.00 was granted and awarded to approximately 900 Indian national participants of Capgemini's Group Health Plan based on alleged violations of the Employee Retirement Income Security Act ("ERISA").

## **Carver v. Presence Health Network, et al.**

**7/10/18 – Final Approval**

### **No. 15-cv-02905 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP helped achieve final approval of a seven-figure class settlement on behalf of participants and beneficiaries of benefit plans sponsored by Presence Health based on alleged violations of the Employee Retirement Income Security Act ("ERISA").

## **Lukas v. Advocate Health Care, et al.**

**6/27/18 – Final Approval**

### **No. 14-cv-01873 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP helped achieve final approval of a seven-figure class settlement on behalf of thousands of participants and beneficiaries to Advocate Health Care Network's Pension Plan based on alleged violations of the Employee Retirement Income Security Act ("ERISA").

## **Brown v. Health Resource Solutions, Inc.**

**4/20/18 – Final Approval**

### **No. 16-cv-10667 (United States District Court for the Northern District of Illinois)**

The Court granted final approval of class settlement for \$900,000.00 in unpaid overtime wages on behalf of Home Health Clinicians who were misclassified as exempt under federal and state wage laws.

## **Eggleson v. USCC Services, LLC.**

**2/16/18 – Final Approval**

### **No. 16-cv-06775 (United States District Court for the Northern District of Illinois)**

As co-lead counsel, Stephan Zouras, LLP helped obtain final approval of a \$1,250,000 class settlement for unpaid overtime wages on behalf of misclassified Sales Managers.

## **Caison v. Sogeti USA, LLC, et al.**

**2/12/18 – Final Approval**

### **No. 17-cv-2786 (United States District Court for the Northern District of Illinois)**

As lead counsel, Stephan Zouras, LLP achieved a class wide settlement on behalf of hundreds of Business Analysts who worked in excess of 40 hours per week and were not paid proper overtime compensation.

## **Kaminski v. Bank of America, N.A.**

**2/15/18 – Final Approval**

### **No. 16-cv-10844 (United States District Court for the Northern District of Illinois)**

Final approval for class settlement in the amount of \$850,000 in unpaid wages was granted and awarded to a class of approximately 100 employees working as Senior Specialist-Securities and Operation Market Professionals.

## **Byrne v. Centegra Health System**

**1/29/18 – Final Approval**

### **No. 17-cv-00018 (United States District Court for the Northern District of Illinois)**

The Court granted final approval of class settlement for \$425,000 in unpaid overtime wages on behalf of registered nurses, physical therapists, occupational therapists, speech therapists and other similarly-designated skilled care

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positions who were misclassified as exempt under federal and state wage laws.

## **Donoghue v. Verizon Communications, Inc.**

**11/16/17 – Final Approval**

### **No. 16-cv-4742 (United States District Court for the Eastern District of Pennsylvania)**

The Court granted final approval of class settlement for \$800,000 in unpaid overtime wages on behalf of wireline workers who were hired to fill in for Verizon employees during a strike. Despite regularly working 65 hours per week, these employees were classified as exempt and denied overtime wages.

## **Tompkins v. Farmers Insurance Exchange**

**9/27/17 – Final Approval**

### **No. 14-cv-3737 (United States District Court for the Eastern District of Pennsylvania)**

The Court granted final approval of a \$775,000.00 class settlement on behalf misclassified loan officers seeking unpaid overtime wages.

## **In re Sears Holdings Corporation Stockholder and Derivative Litigation**

**5/9/17 – Final Approval**

### **No. 11081-VCL (Court of Chancery of the State of Delaware)**

Stephan Zouras, LLP represented the Named Plaintiff in a \$40 million settlement in connection with a 2015 sale by Sears of 235 properties to Seritage Growth Properties.

## **Oaks v. Sears**

**4/12/17 – Final Approval**

### **No. 1:15-cv-11318 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP settled on behalf of thousands of consumers who own or once owned Sears Kenmore grills in a product defect class action.

## **Hauser v. Alexian Brothers Home Health**

**4/06/17 – Final Approval**

### **No. 15-cv-6462 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP settled for \$1 million on behalf of home health care clinicians who were misclassified as "exempt" and deprived of earned overtime wages.

## **Leiner v. Johnson & Johnson**

**1/31/17 – Final Approval**

### **No. 15-cv-5876 (United States District Court for the Northern District of Illinois)**

The Court granted final approval of a \$5 million settlement for consumers nationwide in a consumer fraud class action. Stephan Zouras, LLP represented consumers who were deceived into paying premium prices for Johnson & Johnson baby bedtime products which falsely claimed to help babies sleep better.

## **Reed v. Friendly's Ice Cream, LLC, et al.**

**1/31/17 – Final Approval**

### **No. 15-cv-00298 (United States District Court for the Middle District of Pennsylvania)**

Stephan Zouras, LLP served as co-counsel and helped obtain final approval of a \$3,500,000 class settlement on behalf of nationwide Servers who were not compensated for off-the-clock worked performed during unpaid meal breaks and after their scheduled shifts.

## **McPhearson v. 33 Management**

**11/3/16 – Final Approval**

### **No. 15-ch-17302 (Circuit Court of Cook County, Chancery Divisions, State of Illinois)**

The Court granted final approval of class settlement on behalf of tenants of a Chicago apartment building where the landlords violated the City of Chicago Residential Landlord and Tenant Ordinance by collecting and holding tenant security deposits without paying interest earned.

## **Cook v. Bank of America**

**8/2/16 – Final Approval**

### **No. 15-cv-07718 (United States District Court for the Northern District of Illinois)**

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The Court granted final approval of \$3,250,000 settlement for an Illinois Class and FLSA Collective on behalf of individuals who worked as Treasury Services Advisors and who were misclassified as exempt from earned overtime wages.

## **Altnor v. Preferred Freezer Services, Inc.**

**7/18/16 – Final Approval**

**No. 14-cv-7042 (United States District Court for the Eastern District of Pennsylvania)**

The firm's attorneys served as lead counsel in this lawsuit seeking recovery of wages for unpaid meal break work for a class of 80 cold storage warehouse workers.

## **Lukas v. Advocate Health Care**

**6/29/16 – Final Approval**

**No. 14-cv-2740 (United States District Court for the Northern District of Illinois)**

The Court granted final approval of a \$4,750,000 settlement for a federal FLSA and Illinois Minimum Wage Law collective class of home health care clinicians who were wrongly classified as "exempt" from federal and state overtime laws.

## **Kurgan v. Chiro One Wellness Centers LLC**

**4/27/16 – Final Approval**

**No. 10-cv-1899 (United States District Court for the Northern District of Illinois)**

The Court granted Plaintiffs' motion for Section 216(b) certification of Plaintiffs' FLSA claim, granted Rule 23 certification of Plaintiffs' claims under the Illinois Minimum Wage Law and appointed Stephan Zouras, LLP as counsel for a class of chiropractic technicians and assistants.

## **Heba v. Comcast**

**4/6/16 – Final Approval**

**No. 12-471 (First Judicial District of Pennsylvania Court of Common Pleas of Philadelphia)**

The Court granted class certification to Customer Account Executives who worked at Comcast's Pennsylvania call centers and were required to work 15 minutes a day before their scheduled start time without pay. As lead counsel, Stephan Zouras, LLP achieved a favorable resolution for over 6,000 class members.

## **Johnson v. Casey's General Stores, Inc.**

**3/3/16 – Final Approval**

**No. 15-cv-3086 (United States District Court for the Western District of Missouri)**

The Court granted final approval on behalf of a certified class of employees of Casey's General Stores, Inc. to redress violations of the Fair Credit Reporting Act (FCRA).

## **Fields v. Bancsource, Inc.**

**2/3/16 – Final Approval**

**No. 14-cv-7202 (United States District Court for the Northern District of Illinois)**

The Court entered an order granted Plaintiffs' motion for Section 216(b) certification of a class of field engineers who were deprived of overtime for hours worked in excess of 40 in given workweeks.

## **Elder, et al. v. Comcast Corporation**

**1/11/16 – Final Approval**

**No. 12-cv-1157 (United States District Court for the Northern District of Illinois)**

The Court granted Plaintiffs' motion for conditional certification and appointed Stephan Zouras, LLP as counsel for a class of cable technicians who allege they were deprived of overtime wages in violation of federal law.

## **Posada, et al. v. Continental Home Loans, Inc.**

**1/13/16 - Final Approval**

**15-cv-4203 (United States District Court for the Eastern District of New York)**

Stephan Zouras, LLP was appointed class counsel and achieved a substantial settlement on behalf of a class of loan officers deprived of minimum and overtime wages.

## **Struett v. Susquehanna Bank**

**10/27/15 – Final Approval**

**No. 15-cv-176 (United States District Court for the Eastern District of Pennsylvania)**

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The firm's attorneys served as co-lead counsel in this lawsuit which recovered \$300,000 in unpaid overtime wages for 31 misclassified loan officers.

**Faust, et al. v. Comcast Corporation**

**10/11/15 - Final Approval**

**No. 10-cv-2336 (United States District Court for the Northern District of Maryland)**

The Court granted Plaintiffs' motion for conditional certification and appointed Stephan Zouras, LLP lead counsel for a class of call center employees.

**Butler, et al. v. Direct Sat**

**9/3/15 - Final Approval**

**No. 10-cv-08747 DKC (United States District Court for the District of Maryland)**

Stephan Zouras, LLP reached favorable resolution on behalf of a finally-certified collective class of technicians working in DirectSat's Maryland warehouses who were not paid overtime.

**Sosnicki v. Continental Home Loans, Inc.**

**7/30/15 - Final Approval**

**No. 12-cv-1130 (United States District Court for the Eastern District of New York)**

As lead class counsel, Stephan Zouras, LLP achieved a six-figure settlement on behalf of a collective class of loan officers who were deprived of minimum wages and overtime in violation of federal and state law.

**Bordell v. Geisinger Medical Center**

**4/8/15 - Final Approval**

**No. 12-cv-1688 (Northumberland Court of Common Pleas)**

The firm's attorneys served as lead counsel in this lawsuit which challenged Defendant's workweek averaging practices and recovered \$499,000 in unpaid overtime wages for hospital workers.

**Harvey, et al. v. AB Electrolux, et al.**

**3/23/15 - Final Approval**

**No. 11-cv-3036 (United States District Court for the Northern District of Iowa)**

As lead counsel, Stephan Zouras, LLP achieved a six-figure settlement amount on behalf of hundreds of production workers seeking unpaid earned wages.

**Price v. NCR Corporation**

**3/18/15 - Final Approval**

**No. 51-610-908-12 (AAA Arbitration)**

As lead class counsel, Stephan Zouras, LLP achieved a seven figure, arbitrator approved settlement on behalf of thousands of Customer Engineers nationwide who were deprived overtime wages in violation of federal law.

**Frebes, et al. v. Mask Restaurants, LLC**

**1/15/15 - Final Approval**

**No. 13-cv-3473 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP was appointed class counsel and achieved a substantial settlement on behalf of hundreds of servers, bartenders and bussers forced to participate in an illegal "tip pool."

**Jones v. Judge Technical Services Inc.**

**12/15/14 - Final Approval**

**No. 11-cv-6910 (United States District Court for the Eastern District of Pennsylvania)**

As lead class counsel, Stephan Zouras, LLP prevailed on summary judgment and subsequently achieved a seven-figure settlement on behalf of IT workers who were designated under the "Professional Day" or "Professional Week" compensation plan, misclassified as exempt from the FLSA and denied overtime pay.

**Howard, et al. v. Securitas Security Services USA, Inc.**

**5/7/14 - Final Approval**

**No. 08-cv-2746 (United States District Court for the Northern District of Illinois)**

**and, Hawkins v. Securitas Security Services USA, Inc.**

**No. 09-cv-3633 (United States District Court for the Northern District of Illinois)**

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For settlement purposes, the Court certified a class of approximately ten thousand security guards seeking damages for unpaid wages and overtime under the FLSA and Illinois Minimum Wage Law.

## **Thomas v. Matrix Corporation Services**

**2/12/14 – Final Approval**

**No. 10-cv-5093 (United States District Court for the Northern District of Illinois)**

As lead counsel, Stephan Zouras, LLP achieved a six-figure settlement on behalf of a class of hundreds of technicians who allege they were deprived of overtime wages in violation of federal law.

## **Ingram v. World Security Bureau**

**12/17/13 – Final Approval**

**No. 11-cv-6566 (United States District Court for the Northern District of Illinois)**

Stephan Zouras secured a class settlement on behalf of several hundred security officers deprived of minimum wages and overtime in violation of federal and state law.

## **Sexton v. Franklin First Financial**

**9/30/13 – Final Approval**

**No. 08-cv-04950 (United States District Court for the Eastern District of New York)**

Stephan Zouras, LLP achieved a settlement on behalf of a class of approximately 150 loan officers deprived of minimum wages and overtime in violation of the FLSA.

## **Outlaw v. Secure Health, L.P.**

**9/24/13 – Final Approval**

**No. 11-cv-602 (United States District Court for the Eastern District of Pennsylvania)**

The firm's attorneys served as lead counsel in this lawsuit seeking recovery of wages for unpaid pre-shift, meal break and uniform maintenance work for a class of 35 nursing home workers.

## **Robinson v. RCN Telecom Services, Inc.**

**8/5/13 – Final Approval**

**No. 10-cv-6841 (United States District Court for the Eastern District of Pennsylvania)**

The firm's attorneys served as co-lead counsel in this lawsuit which recovered \$375,000 in unpaid overtime wages for misclassified cable television installers.

## **Holland v. Securitas Security Services USA, Inc.**

**7/26/13- Final Approval**

**No. BC 394708 (Superior Court of California, County of Los Angeles)**

As class counsel, Stephan Zouras, LLP achieved a six figure settlement on behalf of thousands of security officers who allege they were deprived of overtime wages in violation of federal law.

## **Jankuski v. Heath Consultants, Inc.**

**7/2/13 - Final Approval**

**No. 12-cv-04549 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP was appointed lead counsel and achieved a settlement on behalf of gas management technicians deprived of minimum wages and overtime in violation of the FLSA.

## **Ord v. First National Bank of Pennsylvania**

**6/21/13 – Final Approval**

**No. 12-cv-766 (United States District Court for the Western District of Pennsylvania)**

The firm's attorneys served as co-lead counsel in this consumer fraud lawsuit which recovered \$3,000,000 for consumers who had been made to pay improper overdraft fees.

## **Holley v. Erickson Living Management, LLC**

**6/13/13 – Final Approval**

**No. 11-cv-2444 (United States District Court for the Eastern District of Pennsylvania)**

The firm's attorneys served as lead counsel in this lawsuit seeking recovery of wages for unpaid pre-shift and meal break work for a class of 63 nursing home workers.

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## **Hansen, et al. v. Per Mar Security Services**

**5/15/13 - Final Approval**

### **No. 09-cv-459 (United States District Court for the Southern District of Iowa)**

Stephan Zouras, LLP was appointed class counsel and secured a settlement for hundreds of security guards deprived of minimum wages and overtime in violation of federal and state law.

## **Pomphrett v. American Home Bank**

**3/14/13 - Final Approval**

### **No. 12-cv-2511 (United States District Court for the Eastern District of Pennsylvania)**

The firm's attorneys served as co-lead counsel in this lawsuit which recovered \$2,400,000 in unpaid overtime wages for misclassified loan officers.

## **Murphy v. Rayan Brothers, et al.**

**2/22/13 - Final Approval**

### **No. 11 CH 03949 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

Stephan Zouras, LLP achieved class wide recovery on behalf of a class of tenants for violations of the Chicago Residential Landlord and Tenant Ordinance (RLTO).

## **Glatts v. Crozer-Keystone Health System**

**2/6/13 - Final Approval**

### **No. 0904-1314 (Philadelphia Court of Common Pleas)**

The firm's attorneys served as co-lead counsel in this lawsuit which challenged Defendant's workweek averaging practices and recovered \$1,200,000 in unpaid overtime wages for hospital workers.

## **Chambers v. Front Range Environmental, LLC**

**1/23/13 - Final Approval**

### **No. 12-cv-891 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP was appointed as class counsel and resolved this action on behalf of a class of maintenance workers.

## **Piehl v. Baytree National Bank**

**1/3/13 - Final Approval**

### **No. 12-cv-1364 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP was appointed class counsel and resolved this action on behalf of a class of Indiana loan officers who were paid on a commission-only basis and deprived of earned minimum wage and overtime in violation of the FLSA.

## **Searson v. Concord Mortgage Corporation**

**11/19/12 - Final Approval**

### **No. 07-cv-3909 (United States District Court for the Eastern District of New York)**

Stephan Zouras, LLP achieved a settlement on behalf of a class of 80 loan officers deprived of minimum wages and overtime in violation of the FLSA.

## **Ellenbecker, et al. v. North Star Cable Construction, Inc., et al.**

**11/14/12 - Final Approval**

### **No. 09-cv-7293 (United States District Court for the Northern District of Illinois)**

Stephan Zouras, LLP obtained Rule 23 certification, were appointed lead counsel, and achieved a significant monetary resolution for a class of several hundred cable technicians seeking unpaid overtime wages and the recovery of improper deductions from their pay.

## **Williams, et al. v. Securitas Security Services USA, Inc.**

**11/8/12 - Final Approval**

### **No. 10-cv-7181 (United States District Court for the Eastern District of Pennsylvania)**

As lead class counsel, Stephan Zouras, LLP achieved a settlement on behalf of a class of Pennsylvania security guards who were not paid for all time spent in training and orientation.

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<b>Lacy, et al. v. The University of Chicago Medical Center</b> <i>No. 11-cv-5268 (United States District Court for the Northern District of Illinois)</i> As lead class counsel, Stephan Zouras, LLP achieved a FLSA settlement for a collective class of hospital respiratory therapists.	11/6/12 – Final Approval
<b>Molyneux, et al. v. Securitas Security Services USA, Inc.</b> <i>No. 10-cv-588 (United States District Court for the Southern District of Iowa)</i> As lead class counsel, Stephan Zouras achieved a settlement on behalf of a class of Iowa and Wisconsin security guards who were not paid for all time spent in training and orientation.	11/5/12 - Final Approval
<b>Davis v. TPI Iowa, LLC</b> <i>No. 11-cv-233 (United States District Court for the Southern District of Iowa)</i> As class counsel, Stephan Zouras, LLP achieved a settlement on behalf of a collective class of production employees.	9/6/12 - Final Approval
<b>Kernats, et al. v. Comcast Corporation</b> <i>No. 09-cv-3368 (United States District Court for the Northern District of Illinois)</i> As lead class counsel, Stephan Zouras, LLP achieved a seven-figure settlement on behalf of over 7,500 Customer Account Representatives (CAEs) for unpaid wages in a Rule 23 class action brought under Illinois wage law.	5/28/12 - Final Approval
<b>Garcia, et al. v. Loffredo Fresh Produce Co., Inc.</b> <i>No. 11-cv-249 (United States District Court for the Southern District of Iowa)</i> As class counsel, Stephan Zouras, LLP achieved a settlement on behalf of a collective class of produce processing employees.	5/24/12 - Final Approval
<b>Larsen, et al. v. Clearchoice Mobility, Inc., et al.</b> <i>No. 11-cv-1701 (United States District Court for the Northern District of Illinois)</i> Stephan Zouras, LLP achieved an FLSA settlement on behalf of a collective class of retail sales consultants.	3/21/12 - Final Approval
<b>Etter v. Trinity Structural Towers</b> <i>No. 11-cv-249 (United States District Court for the Southern District of Iowa)</i> As class counsel, Stephan Zouras, LLP achieved a settlement on behalf of a collective class of production employees.	1/26/12 - Final Approval
<b>Petersen, et al v. Marsh USA, Inc. et al.</b> <i>No. 10-cv-1506 (United States District Court for the Northern District of Illinois)</i> Stephan Zouras, LLP achieved a six-figure settlement on behalf of over 30 analysts who claimed they were misclassified under the FLSA.	9/21/11 - Final Approval
<b>Thompson v. World Alliance Financial Corp.</b> <i>No. 08-cv-4951 (United States District Court for the Eastern District of New York)</i> Stephan Zouras, LLP were appointed lead counsel and achieved a settlement on behalf of a class of over one hundred loan officers deprived of minimum wages and overtime in violation of federal and state law.	8/5/11 - Final Approval
<b>Vaughan v. Mortgage Source LLC, et al.</b> <i>No. 08-cv-4737 (United States District Court for the Eastern District of New York)</i> Stephan Zouras, LLP were appointed lead counsel and achieved a settlement on behalf of a class of loan officers deprived of minimum wages and overtime in violation of federal and state law.	6/16/11 - Final Approval

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## **Harris, et al. v. Cheddar's Casual Cafe, Inc.**

**6/1/11 - Final Approval**

### **No. 51 460 00557 10 (AAA Arbitration)**

Stephan Zouras served as lead counsel in six-figure class settlement on behalf of over 100 restaurant workers deprived of minimum wages and overtime.

## **Turner v. Mercy Health System**

**4/20/11 - Final Approval**

### **No. 0801-3670 (Philadelphia Court of Common Pleas)**

The firm's attorneys served as co-lead counsel in this lawsuit which challenged Defendant's workweek averaging practices and, in a case of first impression, recovered \$2,750,000 in unpaid overtime wages for hospital workers.

## **Brown et al. v. Vision Works, et al.**

**3/4/11 - Final Approval**

### **No. 10-cv-01130 (United States District Court for the Northern District of Illinois)**

As lead class counsel, Stephan Zouras, LLP achieved a settlement on behalf of retail store managers improperly classified as exempt from overtime.

## **Havard v. Osceola Foods, Inc., et al.**

**2/28/11 - Final Approval**

### **No. LA CV 0111290 (Iowa District for Clarke County, Iowa)**

As lead class counsel, Stephan Zouras, LLP achieved a class settlement on behalf of meat processing plant employees who were not properly paid for donning and doffing activities performed before their shifts, during meal breaks and after their shifts.

## **Lagunas v. Cargill Meat Solutions Corp.**

**1/27/11 - Final Approval**

### **No. 10-cv-00220 (United States District Court for the Southern District of Iowa)**

Stephan Zouras, LLP served as co-lead counsel in class settlement on behalf of meat processing plant employees who were not properly paid for donning and doffing activities performed before their shifts, during meal breaks and after their shifts.

## **Anderson v. JCG Industries, Inc.**

**9/2/10 - Final Approval**

### **No. 09-cv-1733 (United States District Court for the Northern District of Illinois)**

As lead class counsel, Stephan Zouras, LLP achieved a six-figure settlement on behalf of meat processing plant employees who were not properly paid for time worked before their shifts, during meal breaks and after their shifts.

## **Cedeno, et al. v. Home Mortgage Desk, Corp., et al.**

**6/15/10 - Final Approval**

### **No. 08-cv-1168 (United States District Court for the Eastern District of New York)**

Stephan Zouras, LLP along with co-counsel was appointed lead counsel and achieved a six-figure settlement on behalf of a Section 216(b) collective class of loan officers deprived of overtime wages.

## **Perkins, et al. v. Specialty Construction Brands, Inc.**

**11/15/09 - Final Approval**

### **No. 09-cv-1678 (United States District Court for the Northern District of Illinois)**

As lead class counsel, Stephan Zouras, LLP achieved a six-figure wage and hour settlement on behalf of a collective class of plant employees for claims of unpaid overtime, including time worked before the start of their shifts, during breaks and after the end of their shifts.

## **Wineland, et al. v. Casey's General Stores, Inc.**

**10/22/09 - Final Approval**

### **No. 08-cv-00020 (United States District Court for the Southern District of Iowa)**

Stephan Zouras, LLP along with co-counsel was appointed lead counsel and achieved a seven-figure settlement on behalf of a Section 216(b) collective class and Rule 23 class of over 10,000 cooks and cashiers for unpaid wages,

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including time worked before and after their scheduled shifts and while off-the-clock.

**Jones, et al. v. Casey's General Stores, Inc.**

**10/22/09 - Final Approval**

**No. 07-cv-400 (United States District Court for the Southern District of Iowa)**

Stephan Zouras, LLP along with co-counsel was appointed lead counsel and achieved a seven-figure settlement on behalf of a Section 216(b) collective class and Rule 23 class of assistant store managers for unpaid wages, including time worked before and after their scheduled shifts and while off-the-clock.

**Stuart, et al. v. College Park, et al.**

**12/11/07 - Final Approval**

**No. 05 CH 09699 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

The firm's partners served as co-lead counsel in this case brought on behalf of a class of tenants who were seeking the refund of their security deposits. As a result of their efforts, Mr. Stephan and Mr. Zouras helped achieve a six-figure settlement on behalf of a class of over 100 tenants.

**Huebner et al. v. Graham C Stores**

**11/15/07 - Final Approval**

**No. 06 CH 09695 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

Ryan Stephan of Stephan Zouras, LLP served as co-lead counsel in this wage and hour case involving claims for unpaid wages by a class of gas station employees. Mr. Stephan helped achieve a six-figure settlement for over 100 employees.

**Perez, et al. v. RadioShack Corporation**

**9/14/07 - Final Approval**

**No. 02-cv-7884 (United States District Court for Northern District of Illinois)**

The firm's partners served as co-lead counsel in this nationwide Fair Labor Standards Act ("FLSA") overtime action brought on behalf of 4,000 retail store managers. Plaintiffs claimed they were improperly classified as exempt from the FLSA and owed overtime compensation for all hours worked in excess of 40 each week. In a case of first impression, the Court granted summary judgment in favor of a sub-class of Plaintiffs who did not "regularly and customarily" supervise at least 80 hours of subordinate time per week at least 80% of the time as required by the executive exemption of the FLSA. The reported decision is *Perez v. RadioShack Corp.*, 386 F. Supp. 979 (N.D. Ill. 2005). As a result of the efforts of Plaintiffs' counsel, Plaintiffs obtained a nearly \$9 million settlement on the eve of trial.

**Reinsmith, et al. v. Castlepoint Mortgage**

**4/3/07 - Final Approval**

**No. 05-cv-01168 (United States District Court, Eastern District of Massachusetts)**

The firm's partners served as co-lead counsel in this action brought on behalf of a collective class of loan officers seeking to recover unpaid overtime. Mr. Stephan and Mr. Zouras helped achieve a seven-figure settlement on behalf of over 100 loan officers in this case.

**Kutcher, et al. v. B&A Associates**

**11/20/06 - Final Approval**

**No. 03 CH 07610 (Circuit Court of Cook County, Chancery Division, State of Illinois)**

The firm's partners served as co-lead counsel in this case brought on behalf of a class of tenants who were seeking damages based on alleged security deposit violations. As a result of their efforts, Mr. Stephan and Mr. Zouras helped achieve a six-figure settlement on behalf of a class of over 100 tenants.

**Ciesla, et al. v. Lucent Technologies, Inc.**

**7/31/06 - Final Approval**

**No. 05-cv-1641 (United States District Court for the Northern District of Illinois)**

The firm's partners served as co-lead counsel in this breach of contract class action against a high-tech communications company. Mr. Stephan and Mr. Zouras helped obtain a seven-figure settlement on behalf of the class.

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## Casale, et al. v. Provident Bank

7/25/05 - Final Approval

*No. 04-cv-2009 (United States District Court for the District of New Jersey)*

The firm's partners served as co-lead counsel in this case brought on behalf of a collective class of over 100 loan officers who were seeking damages based on wage and hour violations of the FLSA. As a result of their efforts, Mr. Stephan and Mr. Zouras helped achieve a seven-figure settlement on behalf of the Plaintiffs.

## Corbin, et al. v. Barry Realty

3/22/05 - Final Approval

*No. 02 CH 16003 (Circuit Court of Cook County, Chancery Division, State of Illinois)*

The firm's partners served as co-lead counsel in this case brought on behalf of a class of tenants who were seeking the refund and interest on their security deposits as called for by the Chicago Residential Landlord Tenant Ordinance. As a result of their efforts, Mr. Stephan and Mr. Zouras helped achieve a six-figure settlement on behalf of a class of over 100 tenants.

## BIOMETRIC INFORMATION PRIVACY CLASS ACTION LAWSUITS

Our firm is at the forefront of BIPA litigation to protect the biometric data and privacy of employees and consumers. We have brought numerous class action lawsuits against employers and other retail businesses who have collected biometric data without consent and without instituting the proper safeguards including;

- **Acaley, et al. v. EcoATM, LLC**  
*No. 21-CH-00034 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Alquero, et al. v. Grand Victoria Riverboat Casino, et al.**  
*No. 19-CH-09603 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Arnold, et al. v. Roundy's Supermarkets, Inc., et al.**  
*No. 20-CH-05622 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Arroyo, et al. v. OTO Development, LLC**  
*No. 20-CH-07170 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Ayala, et al. v. American Louver Company**  
*No. 19-CH-04163 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Balaz, et al. v. ZK Technology, LLC, et al.**  
*No. 21-cv-02074 (United States District Court for the Northern District of Illinois)*
- **Biloche, et al. v. Glenview Terrace Property, LLC**  
*No. 21-CH-00529 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Boyd, et al. v. Lazer Spot, Inc.**  
*No. 19-CH-12511 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Brammer, et al. v. Ava Inc., et al.**  
*No. 19-CH-07379 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Bray, et al. v. Hixson Lumber Sales of Illinois, Inc.**  
*No. 2019L9 (Circuit Court of Montgomery County, State of Illinois)*
- **Bray, et al. v. Lathem Time Co.,**  
*No. 2019L8 (Circuit Court of Montgomery County, State of Illinois)*
- **Bronson, et al. v. Intercontinental Hotels Group. Inc. et al.**  
*No. 2019-CH-09294 (Circuit Court of Cook County, Chancery Division, State of Illinois)*

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- **Brown, et al. v. Weathertech**  
*No. 19-CH-00503 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Bryant, et al v. Norwood Life Society, et al.**  
*No. 19-CH-10984 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Buford, et al. v. GDI Services, Inc.**  
*No 20-CH-05007 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Burt, et al. v. Anixter Inc, et al.**  
*No. 19-CH-04569 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Cameron, et al. v. Polar Tech Industries, Inc., et al.**  
*No. 19-CH-000013 (Circuit Court of DeKalb County, Chancery Division, State of Illinois)*
- **Campbell, et al. v. Oberweis Dairy, Inc.**  
*No. 21-CH-02586 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Campos, et al. v. City View Multicare Center, LLC**  
*No. 19-CH-07082 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Campos, et al. v. Midwest Time Recorder, Inc.**  
*No. 19-CH-07229 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Chatman, et al. v. Crate and Barrel**  
*No. 18-CH-09277 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Coleman, et al v. Greenwood Hospitality Management, LLC**  
*No. 21-cv-00806 (United States District Court for the Northern District of Illinois)*
- **Cosenza v. DiNico's Pizza, et al.**  
*No. 20-CH-00614 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Cothron v. White Castle, et al.**  
*No. 19-cv-00382 (United States District Court for the Northern District of Illinois)*
- **Currie, et al. v. McDonald's**  
*20-CH-0467 (Circuit Court of Lake County, Chancery Division, State of Illinois)*
- **Delgado, et al. v. America's Auto Auction Chicago, Inc.**  
*No. 19-CH-04164 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Doporcyk, et al. v. Mariano's**  
*No. 17-CH-08092 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Drape, et al v. S.F. Express Corporation**  
*No. 20-L-001094 (Circuit Court of DuPage County, Law Division, State of Illinois)*
- **Duarte, et al. v. Vanee Foods Company**  
*No. 21-CH-01318 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Edwards, et al. v. The Parc at Joliet, LLC**  
*No. 20-CH-66 (Circuit Court of Will County, State of Illinois)*
- **Fields, et al. v. Abra Auto Body & Glass**  
*No. 17-CH-12271 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Figueroa, et al. v. Kronos, Inc.**  
*No. 19-cv-01306 (United States District Court for the Northern District of Illinois)*
- **Figueroa, et al. v. Tony's Fresh Market, et al.**  
*No. 18-CH-15728 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Finley, et al. v. Clark Manor**  
*No. 20-CH-07265 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Fisher, et al. v. HP Property Management, LLC, et al.**  
*No. 19-CH-14082 (Circuit Court of Cook County, Chancery Division, State of Illinois)*

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- Francois v. South Shore Hospital, Corp.  
*No. 21-CH-02564 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Fuentes, et al. v. Focal Point Exports, LTD., et al.  
*No. 19-CH-03890 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Fulton, et al. v. SCR Medical Transport, Inc.  
*No. 20-CH-00927 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Garriott, et al. v. Food Movers Two Limited Partnership  
*No. 20-CH-07030 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Gates, et al. v. Eagle Family Foods Group, LLC  
*20-CH-00478 (Circuit Court of Lake County, Chancery Division, State of Illinois)*
- Gates, et al. v. Thermoflex, et al.  
*20-CH-00479 (Circuit Court of Lake County, Chancery Division, State of Illinois)*
- George, et al. v. Brichton 191 Associates, LLC, et al.  
*No. 19-CH-04014 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Gniecki v. Columbia Sussex Management, LLC  
*No. 21-CH-00677 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Goings, et al. v. UGN, Inc.  
*No. 17-CH-14954 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Gresham, et al. v. Clayton Residential Home, Inc.  
*No. 20-CH-01912 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Heard, et al v. Becton, Dickinson & Company  
*No. 19-cv-4158 (United States District Court for the Northern District of Illinois)*
- Heard, et al. v. Omnicell, Inc.  
*No. 19-CH-06817 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Heard, et al. v. St. Bernard Hospital, et al.  
*No. 17-CH-16828 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Heard, et al. v. Weiss Memorial Hospital Foundation  
*No. 19-CH-06763 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Howe, et al. v. Speedway, LLC  
*No. 19-cv-01374 (United States District Court for the Northern District of Illinois)*
- Ibarra, et al. v. Prospera, LLC, et al.  
*No. 20-CH-000562 (Circuit Court of DuPage County, Chancery Division, State of Illinois)*
- Ingram, et al. v. LSL Healthcare  
*Case No. 21-CH-00220 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Jacobs, et al. v. The Art Institute of Chicago  
*No. 21-CH-04085 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Jacobs, et al. v. Wisenet  
*Case No. 21-CH-00438 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Johns, et al. v. Club Fitness of Alton, LLC  
*No. 18-L-000080 (Circuit Court of Madison County, Law Division, State of Illinois)*
- Johns, et al. v. Paycor, Inc.  
*No. 20-L-000114 (Circuit Court of Madison County, Chancery Division, State of Illinois)*
- Johnson, et al. v. Gold Standard Baking, Inc., et al.  
*No. 18-CH-09011 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- Johnson, et al. v. Fieldwork, Inc.  
*No. 19-CH-11092 (Circuit Court of Cook County, Chancery Division, State of Illinois)*

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- **Johnson, et al. v. OM Joliet Wings, Inc., et al.**  
*No 19-CH-14014 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Kardos, et al. v. ABT Electronics, Inc.**  
*No. 19-CH-01235 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Keene, et al. v. Plymouth Place, Inc., et al.**  
*No. 19-CH-01953 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Kelley, et al. v. Chicago Behavioral Hospital, et al.**  
*No. 20-CH-03302 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **King, et al. v. Garfield Park Hospital, LLC**  
*No. 20-CH-00056 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Krause, et al. v. Caputo's New Farm Produce, et al.**  
*No. 18-Ch-11660 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Landa, et al. v. Menasha Packaging Co., LLC**  
*20-CH-05251 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Landa, et al. v. MJ Holding Company, LLC**  
*20-CH-05247 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Littleton, et al. v. Lydia Healthcare I, LLC**  
*No. 19-CH-12142 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Lopez, et al. v. Metraflex**  
*No-CH-05354 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Lorenz, et al. v. Morris Hospital and Healthcare Centers**  
*No. 21-L-2 (Circuit Court of Grundy County, State of Illinois)*
- **Loving, et al. v. Belhaven Nursing & Rehabilitation Center, LLC**  
*No. 20-CH-04176 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Marquez, et al. v. North Riverside Golf Club**  
*No. 20-CH-05895 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Martinez, et al. v. Springhill Suites, et al.**  
*No. 19-CH-06848 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Mazya, et al. v. Northwestern Lake Forest Hospital, et al.**  
*No. 18-CH-07161 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **McGraw, et al. v. Lakeshore Beverage, et al.**  
*No. 20-CH-00343 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Measaw, et al. v. Heritage Operations Group, LLC**  
*No. 19-CH-08321 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Meegan, et al. v. NFI Industries, Inc.**  
*No. 20-cv-00465 (United States District Court for the Northern District of Illinois)*
- **Mendenhall, et al. v. Burger King**  
*No. 19-CH-10636 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Mendez, et al. v. United Dental Partners, LLC, et al.**  
*No. 20-CH-01581 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Miller, et al. v. Communications Test Design, Inc.**  
*No. 20-CH-04284 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Mitchell, et al. v. Bottled Blonde Chicago, LLC**  
*No. 20-cv-06460 (United States District Court for the Northern District of Illinois)*
- **Molina, et al. v. Mercyhealth System, Corp.**  
*No. 20-L-0000286 (Circuit Court of Winnebago County, Law Division, State of Illinois)*

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- **Montgomery, et al. v. Peri Formwork Systems, Inc.**  
*No. 20-cv-07771 (United States District Court for the Northern District of Illinois)*
- **Morgan, et al. v. Ruler Foods, Inc.**  
*No. 20-cv-01270 (United States District Court for the Southern District of Illinois)*
- **Morris, et al. v. Nextep Systems, Inc.**  
*No. 21-cv-2404 (United States District Court for the Northern District of Illinois)*
- **Morris, et al. v. Wow Bao, LLC**  
*No. 17-CH-12029 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Mosby, et al. v. The Ingalls Memorial Hospital, et al.**  
*No. 18-CH-05031 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Naughton, et al. v. Amazon, Inc., et al.**  
*No. 19-cv-06485 (United States District Court for the Northern District of Illinois)*
- **Nelson, et al. v. Kid's Castle Learning Center**  
*No. 20-L-000068 (Circuit Court of Sangamon County, Law Division State of Illinois)*
- **Nordstrom, et al. v. Dial Senior Management, Inc.**  
*No. 19-CH-11108 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Nosal, et al. v. Rich Products Corporation, et al.**  
*No. 20-cv-4972 (United States District Court for the Northern District of Illinois)*
- **Ortiz, et al v. Swiss Automation, Inc.**  
*No. 21-CH-02901 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Osborne, et al. v. WeWork Companies, Inc., et al.**  
*No. 19-cv-08374 (United States District Court for the Northern District of Illinois)*
- **Parsons, et al. v. Personnel Staffing Group, LLC**  
*No. 20-CH-00473 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Peaks-Smith, et al. v. Saint Anthony Hospital, et al.**  
*No. 18-CH-07077 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Peatry, et al. v. Bimbo Bakeries USA, Inc.**  
*No. 19-cv-02942 (United States District Court for the Northern District of Illinois)*
- **Pruitt, et al. v. Par-A-Dice Hotel Casino, et al.**  
*No. 20-cv-01084 (United States District Court for the Central District of Illinois)*
- **Purnell, et al. v. Pure's Food Specialties, LLC, et al.**  
*No. 21-CH-00991 (Circuit Court of Lake County, Chancery Division, State of Illinois)*
- **Quentere, et al. v. G.H. Cretors**  
*No. 20-cv-07306 (United States District Court for the Northern District of Illinois)*
- **Quentere, et al. v. Staffing Network, LLC**  
*No. 20-CH-00000654 (Circuit Court of Lake County, Chancery Division, State of Illinois)*
- **Quentere, et al. v. Tablecraft Product Company, Inc.**  
*No. 20-CH-00000493 (Circuit Court of Lake County, Chancery Division, State of Illinois)*
- **Ramsey, et al. v. Daley's Medical Transportation, Inc.**  
*No. 18-CH-01935 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Ripper, et al. v. Peoria Disposal Company, et al.**  
*No. 20-CH-00124 (Circuit Court of Peoria County, Chancery Division, State of Illinois)*
- **Robertson, et al. v. Hostmark Hospitality Group, Inc., et al.**  
*No. 18-CH-05194 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Rogers, et al. v. Thorek Memorial Hospital**  
*No. 21-CH-02304 (Circuit Court of Cook County, Chancery Division, State of Illinois)*

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- **Sanchez, et al v. Elite Labor Services**  
*No. 18-CH-02651 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Sanchez, et al. v. Tide Cleaners**  
*No. 20-CH-02640 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Seaton, et al. v. Atos Healthcare Services, LLC, et al.**  
*No. 21-CH-00611 (Circuit Court of Cook County, Chancery Division, State of Illinois)*
- **Sheppard, et al. v. GFL Environmental Services, USA, Inc.**  
*No. 21-cv-02743 (United States District Court for the Northern District of Illinois)*
- **Singleton, et al. v. B.L. Downey Company, LLC**  
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- **Taitts, et al. v. Elior, Inc.**  
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- **Thornton, et al. v. Generations at Peoria, LLC, et al.**  
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- **Trinidad, et al. v. Bridgeview Advisors, LLC**  
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- **White, et al. v. Art Van Furniture, Inc.**  
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- **White v. East Side Child Development Center, et al.**  
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- **Williams, et al. v. Ecolab, Inc.**  
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